

Town of Tyringham



116 Main Road • P.O.Box 442 Tyringham, MA 01264
Ph.(413) 243-1749 Fax.(413) 243-4942 www.tyringham-ma.gov

Specifications for FDR and Paving of Stonebridge Way

The project consists of Full Depth Pavement Reclamation with Liquid Calcium Chloride approximately 10650 square yards. Paving with hot mix asphalt 2 inches of Mass DOT approved $\frac{3}{4}$ " Binder approximately 1200 tons, tack coat and finish with 1 $\frac{1}{2}$ " of Mass DOT approved $\frac{3}{8}$ " top approximately 900 tons.

The FDR should start as soon as possible (see below for FDR specs). Paving with 2 inches of Mass DOT approved $\frac{3}{4}$ Binder shall immediately follow. Two 15 ton rollers shall be used to achieve proper compaction. The pavement shall be a uniform width of 22 feet with the edge being marked by the Road Superintendent and the Contractor. The Binder shall be tapered up 1 $\frac{1}{2}$ " to meet existing pavement at each end of the project. This shall be completed by October 30 2015.

Starting on or after May 9 2016 each end of the project shall be milled down 1 $\frac{1}{2}$ " to make for a smooth transition. Tack Coat shall be applied at a rate of 0.07 over milled surfaces, and 0.05 gallons per square yard between HMA & longitudinal joints. Application equipment shall provide complete uniform coverage. Pave with 1 $\frac{1}{2}$ " of Mass DOT approved $\frac{3}{8}$ Top. Two 15 ton rollers shall be used to achieve proper compaction. Joints in the Binder and the Top shall be offset.

FDR Specifications

Description

Work under this contract shall consist of the Contractor furnishing equipment and materials to pulverize the in-place asphalt pavement and underlying material, spray liquid calcium chloride on the pulverized mass, mix and/or blend the material, spread and compact the resultant mixture to the lines and grades established by the Road Superintendent, cap the finished base with an application of calcium chloride. Bid quantities are approximate only; payment shall be for actual square yards reclaimed.

Materials

a. Liquid Calcium Chloride

The calcium chloride solution shall be provided by the manufacturer as a true solution and shall not be reconstituted from flake calcium chloride. The calcium shall meet the following material specifications (see ASTM Designation D98; AASHTO-M144).

Calcium Chloride	35% +/- 1%
Alkali Chloride as NaCl	2% max.
Magnesium as MgCl	0.1%

Typical (in lbs. per gallon)	
Calcium Chloride	5.050
Sodium Chloride	0.200
Magnesium chloride	0.004
Calcium Sulfate	0.004
Water	<u>6.002</u>
	11.26

b. Reclaimed Base

All pulverized material shall pass the 76.2 mm, (3-inch), sieve. The processed sub-base shall meet the following gradation:

REQUIRED RECLAIMED BASE GRADATION

SIEVE SIZE	% PASSING
76.2MM, (3")	98 - 100
38.1MM, (1- ½")	70 - 100

*Gradation may vary due to local aggregate conditions.

Reclaimer

Reclamation will be by means of a traveling rotary reclaimer of equivalent machine capable of cutting through existing asphalt at depths up to 12 inches, with one pass. The machine shall be self-propelled and equipped with an adjustable grading blade thus leaving its path generally smooth for traffic. Equipment such as road planners or cold milling machines which are designed to mill or shred the existing bituminous concrete rather than to crush or fracture it, are not considered capable of achieving specification gradation. The required and necessary action of the reclaimer will increase the percentages of fine aggregate. This machine is not intended for use on sub-bases with large boulders or ledge. Existing bituminous concrete and gravel base must be pulverized and mixed so as to form a homogeneous mass of uniformly processed base material which will bond together when compacted.

Pressure Distributor

The distributor for calcium shall be capable of applying liquid calcium chloride in accurately measured quantities at any rate between 0.1 to 2.0 gallons per square yard, of roadway surface, at any length of spray bar up to 20 feet. The distributor shall be capable of maintaining a uniform rate of distribution of material regardless of change in grade, width or direction of the road. The distributor shall be equipped with a Digital Volumetric Accumulator capable of measuring liters applied and distance traveled. The volume and measuring device shall be equipped with a power unit for the pump so that application is by pressure, not gravity. The spray nozzles and pressure system shall provide a sufficient and uniform fan-shaped spray of material throughout the entire length of the spray bar at all times while operating, and shall be adjustable laterally and vertically. The spray shall completely cover the roadway surface receiving the treatment.

Rollers

At least one vibratory roller shall be used on each reclaimed surface, and shall have a compacting width of not less than 5 feet. Each roller shall have a gross weight of not less than 15 tons.

Grader

A motor grader shall be used for shaping and finishing the surface of the reclaimed base, in accordance with the lines, grades and typical cross sections established by the Road Superintendent.

Pulverization Process

The existing road pavement shall be pulverized and mixed with equal amounts of gravel base existing in the roadway foundation. The pulverization shall blend the asphalt and base material into a homogeneous mass, utilizing the asphalt acquired from the existing pavement as a stabilizer to bond material together when compacted. After the first pulverization, one (1) application of calcium chloride totaling .75 gallon per square yard, shall be applied. The aggregate mass shall then be pulverized again to ensure proper asphalt, gravel, and calcium chloride blending to the desired depth. Following base compaction, shaping and fine grading, then recompaction, a final capping of .25 gallons per square yard, of calcium chloride shall be applied. Total calcium chloride shall be one (1) gallon per square yard.

Rolling

Initial rolling shall be done immediately following the second reclaimer pass, and again following fine grading.

Grading

Sub-grade changes may be necessary to meet proposed grade lines and cross sections. In areas where the proposed roadway grade to above the present grade, additional material will be provided by the awarding authority on the site, prior to the FDR. Any excavation of sub-base material shall be placed in windrows or stockpiled so as not to impede the work of the Contractor, for later removal by municipal forces. After the material has been thoroughly worked by the reclaimer, the mass will be shaped and fine graded.

General Specifications

- All work shall be completed by June 24 2016.
- All questions shall be directed to the Road Superintendent Noah Choquette
- All work and material will be held to Mass DOT specifications.
- Traffic control will be handled by the Town of Tyringham with traffic to be allowed to flow in one lane.

- Contractor shall notify the Road Superintendent one week prior to the starting of each work phase.
- A sufficient number of trucks for transporting the hot mix asphalt to the site will be required.
- All hot mix asphalt must come from one production facility.
- ALL MATERIAL SLIPS MUST SHOW THE AMOUNT OF VIRGIN LIQUID AC GOING INTO THE MIX.
- THE PLANE OF THE FINISHED SURFACE SHALL BE SMOOTH AND ACCEPTABLE TO THE HIGHWAY SUPERINTENDENT - ANY CORRECTIONS WILL BE MADE THE DAY OF PAVING.
- Each general bid shall be accompanied by a security bond 5% of the bid price and must furnish a 100% Performance Bond and a 50% Payment Bond.
- **Contractors must be pre-qualified by MASSDOT and must be on the email list from the State Prequalification's Office. All prospective bidders NOT prequalified by Mass DOT may remit \$25 per bid package to be refunded if they do show up on the list before opening.**
- No bidder may withdraw his bid for a period of thirty (30) days excluding Saturdays, Sundays, and Holidays after the actual date of the opening of the bids.
- The minority employee percentage rate to be applied to this project will not be less than 5% in each class.
- All contractors and subs must be OSHA-10 certified
- Wage rates are subject to the minimum wage rate as per M.G.L. Chapter 149, §26 through 27F, inclusive.
- This contract contains a price adjustment provision for hot mix asphalt mixtures. Price adjustments will be in accordance with MASSDOT special provisions for Price Adjustments for Hot Mix Asphalt Mixtures E-09-001 dated March 2015.
- The base price for asphalt cement on this contract is \$ 485 per ton.
- Any credits/debits due to price adjustments must be included in the billing process ASAP. All billing and reconstruction must be complete and received by the Town within 30 days of project completion.
- The Selectmen reserve the right to waive any informality or to except or reject any or all bids if deemed to be in the best interest of the Town.

BID FORM

**BID ITEM: FULL DEPTH PAVEMENT RECLAMATION WITH VIBRATORY
COMPACTION, LIQUID CALIUM CHLORIDE AND GRADING AS PER ATTACHED
SPECIFICATIONS.**

Price per Square Yard \$ _____

**APPLICATION OF HOT MIX ASPHALT, TACK COAT AND MILLING AS PER
ATTACHED SPECIFICATIONS.**

Price per Ton \$ _____

Bidder: _____ Phone: _____

Address: _____ Fax: _____

Signature: _____

Printed name & Title: _____

Date: _____

TOWN OF TYRINGHAM INVITATION TO BID FDR AND PAVING OF STONEBRIDGE WAYS

The Town of Tyringham, acting through the Board of Selectmen, will accept sealed bids under M.G.L. Chapter 30, Section 39M for FDR and paving of Stonebridge Ways until September 9, 2015 at 11:00 AM. Bids for the project are to be submitted in a sealed envelope marked Stonebridge Ways FDR and Paving Bid, and shall include a five (5) percent bid deposit, 50% payment bond to the Selectmen's Office Tyringham Town Hall, 116 Main Rd, Tyringham, MA 01264 on or before the above date. The bids will be publicly opened and read aloud on that date.

The project consists of FDR with liquid calcium chloride approximately 10650 square yards, 2 inches of Hot Mix Asphalt approximately 1200 ton, 500 gallons of tack coat, and 1½ inches of MA DOT approved top approximately 900 tons.

The Board of Selectmen reserves the right to accept or reject any and all bids in the best interest of the town. Specifications are available at the Selectmen's Office as well as the town web site WWW.TYRINGHAM-MA.GOV.

Prevailing wage rates apply as per MGL Chapter 149, Sections 26 and 27. Wage rate schedule is included in the specifications. Contractor must be prequalified under M.G.L. Chapter 29 Section 8B in accordance 729CMR 5.00 by Mass DOT. OSHA 10 certification required. Price adjustment clause shall be in effect for hot mix asphalt mixtures. Period price for Liquid asphalt cement is \$ 485.00. All work and materials shall conform to Mass DOT specifications.

Any questions shall be directed to the Road Superintendent Noah Choquette, 413-243-1749, ext. 105.



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H

RONALD L. WALKER, II
Secretary
WILLIAM D. MCKINNEY
Director

Awarding Authority: Town of Tyringham
Contract Number: **City/Town:** TYRINGHAM
Description of Work: Construction, Addition and/or Alteration Works - FDR of Stonebridge Ways
Job Location: Stonebridge Ways

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAS, the apprentice must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2015	\$31.65	\$10.41	\$9.33	\$0.00	\$51.39
	12/01/2015	\$31.65	\$10.41	\$10.08	\$0.00	\$52.14
	06/01/2016	\$32.15	\$10.41	\$10.08	\$0.00	\$52.64
	08/01/2016	\$32.15	\$10.91	\$10.08	\$0.00	\$53.14
	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2015	\$31.72	\$10.41	\$9.33	\$0.00	\$51.46
	12/01/2015	\$31.72	\$10.41	\$10.08	\$0.00	\$52.21
	06/01/2016	\$32.22	\$10.41	\$10.08	\$0.00	\$52.71
	08/01/2016	\$32.22	\$10.91	\$10.08	\$0.00	\$53.21
	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2015	\$31.84	\$10.41	\$9.33	\$0.00	\$51.58
	12/01/2015	\$31.84	\$10.41	\$10.08	\$0.00	\$52.33
	06/01/2016	\$32.34	\$10.41	\$10.08	\$0.00	\$52.83
	08/01/2016	\$32.34	\$10.91	\$10.08	\$0.00	\$53.33
	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
AIR TRACK OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2015	\$25.25	\$7.30	\$10.15	\$0.00	\$42.70
	12/01/2015	\$26.00	\$7.30	\$10.15	\$0.00	\$43.45
	06/01/2016	\$26.75	\$7.30	\$10.15	\$0.00	\$44.20
	12/01/2016	\$27.50	\$7.30	\$10.15	\$0.00	\$44.95
For apprentice rates see "Apprentice- LABORER"						
AIR TRACK OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
	12/01/2015	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
	06/01/2016	\$27.42	\$7.30	\$11.75	\$0.00	\$46.47
	12/01/2016	\$28.17	\$7.30	\$11.75	\$0.00	\$47.22
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)</i>	06/01/2015	\$30.09	\$10.40	\$5.45	\$0.00	\$45.94
	12/01/2015	\$30.94	\$10.40	\$5.45	\$0.00	\$46.79
ASPHALT RAKER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2015	\$24.75	\$7.30	\$10.15	\$0.00	\$42.20
	12/01/2015	\$25.50	\$7.30	\$10.15	\$0.00	\$42.95
	06/01/2016	\$26.25	\$7.30	\$10.15	\$0.00	\$43.70
	12/01/2016	\$27.00	\$7.30	\$10.15	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2015	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
	12/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
	06/01/2016	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
	12/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2015	\$32.97	\$9.70	\$11.47	\$0.00	\$54.14
	12/01/2015	\$33.72	\$9.70	\$11.47	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2015	\$32.97	\$9.70	\$11.47	\$0.00	\$54.14
	12/01/2015	\$33.72	\$9.70	\$11.47	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2015	\$24.75	\$7.30	\$10.15	\$0.00	\$42.20
	12/01/2015	\$25.50	\$7.30	\$10.15	\$0.00	\$42.95
	06/01/2016	\$26.25	\$7.30	\$10.15	\$0.00	\$43.70
	12/01/2016	\$27.00	\$7.30	\$10.15	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2015	\$32.44	\$9.70	\$11.47	\$0.00	\$53.61
	12/01/2015	\$33.19	\$9.70	\$11.47	\$0.00	\$54.36
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2015	\$25.25	\$7.30	\$10.15	\$0.00	\$42.70
	12/01/2015	\$26.00	\$7.30	\$10.15	\$0.00	\$43.45
	06/01/2016	\$26.75	\$7.30	\$10.15	\$0.00	\$44.20
	12/01/2016	\$27.50	\$7.30	\$10.15	\$0.00	\$44.95
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
	12/01/2015	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
	06/01/2016	\$27.42	\$7.30	\$11.75	\$0.00	\$46.47
	12/01/2016	\$28.17	\$7.30	\$11.75	\$0.00	\$47.22
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2015	\$40.32	\$6.97	\$16.21	\$0.00	\$63.50
	01/01/2016	\$41.62	\$6.97	\$16.21	\$0.00	\$64.80
	01/01/2017	\$42.92	\$6.97	\$16.21	\$0.00	\$66.10

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

Apprentice - BOILERMAKER - Local 29
Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$26.21	\$6.97	\$10.54	\$0.00	\$43.72
2	65	\$26.21	\$6.97	\$10.54	\$0.00	\$43.72
3	70	\$28.22	\$6.97	\$11.35	\$0.00	\$46.54
4	75	\$30.24	\$6.97	\$12.16	\$0.00	\$49.37
5	80	\$32.26	\$6.97	\$12.97	\$0.00	\$52.20
6	85	\$34.27	\$6.97	\$13.78	\$0.00	\$55.02
7	90	\$36.29	\$6.97	\$14.59	\$0.00	\$57.85
8	95	\$38.30	\$6.97	\$15.40	\$0.00	\$60.67

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$27.05	\$6.97	\$10.54	\$0.00	\$44.56
2	65	\$27.05	\$6.97	\$10.54	\$0.00	\$44.56
3	70	\$29.13	\$6.97	\$11.35	\$0.00	\$47.45
4	75	\$31.22	\$6.97	\$12.16	\$0.00	\$50.35
5	80	\$33.30	\$6.97	\$12.97	\$0.00	\$53.24
6	85	\$35.38	\$6.97	\$13.78	\$0.00	\$56.13
7	90	\$37.46	\$6.97	\$14.59	\$0.00	\$59.02
8	95	\$39.54	\$6.97	\$15.40	\$0.00	\$61.91

Notes:
Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	03/02/2015	\$37.46	\$10.18	\$16.66	\$0.00	\$64.30
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	08/31/2015	\$38.36	\$10.18	\$16.73	\$0.00	\$65.27
	02/29/2016	\$38.93	\$10.18	\$16.73	\$0.00	\$65.84
	09/05/2016	\$39.83	\$10.18	\$16.81	\$0.00	\$66.82
	02/27/2017	\$40.40	\$10.18	\$16.81	\$0.00	\$67.39

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield**Effective Date - 03/02/2015**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.73	\$10.18	\$16.66	\$0.00	\$45.57
2	60	\$22.48	\$10.18	\$16.66	\$0.00	\$49.32
3	70	\$26.22	\$10.18	\$16.66	\$0.00	\$53.06
4	80	\$29.97	\$10.18	\$16.66	\$0.00	\$56.81
5	90	\$33.71	\$10.18	\$16.66	\$0.00	\$60.55

Effective Date - 08/31/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.18	\$10.18	\$16.73	\$0.00	\$46.09
2	60	\$23.02	\$10.18	\$16.73	\$0.00	\$49.93
3	70	\$26.85	\$10.18	\$16.73	\$0.00	\$53.76
4	80	\$30.69	\$10.18	\$16.73	\$0.00	\$57.60
5	90	\$34.52	\$10.18	\$16.73	\$0.00	\$61.43

Notes:**Apprentice to Journeyworker Ratio:1:5**

BULLDOZER/POWER SHOVEL/TREE SHREDDER	06/01/2015	\$32.97	\$9.70	\$11.47	\$0.00	\$54.14
<i>/CLAM SHELL OPERATING</i>	12/01/2015	\$33.72	\$9.70	\$11.47	\$0.00	\$54.89
<i>ENGINEERS LOCAL 98</i>						
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN	06/01/2015	\$36.20	\$7.30	\$13.40	\$0.00	\$56.90
<i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2015	\$36.95	\$7.30	\$13.40	\$0.00	\$57.65
	06/01/2016	\$37.70	\$7.30	\$13.40	\$0.00	\$58.40
	12/01/2016	\$38.70	\$7.30	\$13.40	\$0.00	\$59.40
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER	06/01/2015	\$35.05	\$7.30	\$13.40	\$0.00	\$55.75
<i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2015	\$35.80	\$7.30	\$13.40	\$0.00	\$56.50
	06/01/2016	\$36.55	\$7.30	\$13.40	\$0.00	\$57.25
	12/01/2016	\$37.55	\$7.30	\$13.40	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	06/01/2015	\$35.05	\$7.30	\$13.40	\$0.00	\$55.75
<i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2015	\$35.80	\$7.30	\$13.40	\$0.00	\$56.50
	06/01/2016	\$36.55	\$7.30	\$13.40	\$0.00	\$57.25
	12/01/2016	\$37.55	\$7.30	\$13.40	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR	06/01/2015	\$24.75	\$7.30	\$10.15	\$0.00	\$42.20
<i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2015	\$25.50	\$7.30	\$10.15	\$0.00	\$42.95
	06/01/2016	\$26.25	\$7.30	\$10.15	\$0.00	\$43.70
	12/01/2016	\$27.00	\$7.30	\$10.15	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARPENTER	03/02/2015	\$32.09	\$8.05	\$14.38	\$0.00	\$54.52
CARPENTERS LOCAL 108 - BERKSHIRE COUNTY	08/31/2015	\$32.89	\$8.05	\$14.38	\$0.00	\$55.32
	02/29/2016	\$33.64	\$8.05	\$14.38	\$0.00	\$56.07

Apprentice - CARPENTER - Local 108 Berkshire

Effective Date - 03/02/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.05	\$8.05	\$1.20	\$0.00	\$25.30
2	60	\$19.25	\$8.05	\$1.20	\$0.00	\$28.50
3	70	\$22.46	\$8.05	\$10.78	\$0.00	\$41.29
4	75	\$24.07	\$8.05	\$10.78	\$0.00	\$42.90
5	80	\$25.67	\$8.05	\$11.98	\$0.00	\$45.70
6	80	\$25.67	\$8.05	\$11.98	\$0.00	\$45.70
7	90	\$28.88	\$8.05	\$13.18	\$0.00	\$50.11
8	90	\$28.88	\$8.05	\$13.18	\$0.00	\$50.11

Effective Date - 08/31/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.45	\$8.05	\$1.20	\$0.00	\$25.70
2	60	\$19.73	\$8.05	\$1.20	\$0.00	\$28.98
3	70	\$23.02	\$8.05	\$10.78	\$0.00	\$41.85
4	75	\$24.67	\$8.05	\$10.78	\$0.00	\$43.50
5	80	\$26.31	\$8.05	\$11.98	\$0.00	\$46.34
6	80	\$26.31	\$8.05	\$11.98	\$0.00	\$46.34
7	90	\$29.60	\$8.05	\$13.18	\$0.00	\$50.83
8	90	\$29.60	\$8.05	\$13.18	\$0.00	\$50.83

Notes: Pre-6/09 Step1\$24.85/2\$26.47/3\$41.56/4\$44.82/5\$48.08/6\$49.71

** 1: 1-5/2: 6-8/3:9-11/Steps: 6 mos (600 hrs)/rates by step

7\$51.34/8\$52.97

Apprentice to Journeyworker Ratio:**

CEMENT MASONRY/PLASTERING	07/01/2015	\$39.05	\$10.85	\$13.94	\$1.30	\$65.14
BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)	01/01/2016	\$39.62	\$10.85	\$13.94	\$1.30	\$65.71

Apprentice - CEMENT MASONRY/PLASTERING - Springfield/Pittsfield

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Notes: Apprentice wages shall be no less than the following Steps;
1\$46.02/2\$53.40/3\$56.69/4\$59.98/5\$63.28/6\$66.57/7\$72.15

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CHAIN SAW OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2015	\$24.75	\$7.30	\$10.15	\$0.00	\$42.20
	12/01/2015	\$25.50	\$7.30	\$10.15	\$0.00	\$42.95
	06/01/2016	\$26.25	\$7.30	\$10.15	\$0.00	\$43.70
	12/01/2016	\$27.00	\$7.30	\$10.15	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 98	06/01/2015	\$32.44	\$9.70	\$11.47	\$0.00	\$53.61
	12/01/2015	\$33.19	\$9.70	\$11.47	\$0.00	\$54.36
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR OPERATING ENGINEERS LOCAL 98	06/01/2015	\$36.47	\$9.70	\$11.47	\$0.00	\$57.64
	12/01/2015	\$37.22	\$9.70	\$11.47	\$0.00	\$58.39
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) PAINTERS LOCAL 35 - ZONE 3	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.28	\$7.85	\$0.00	\$0.00	\$32.13
2	55	\$26.71	\$7.85	\$3.66	\$0.00	\$38.22
3	60	\$29.14	\$7.85	\$3.99	\$0.00	\$40.98
4	65	\$31.56	\$7.85	\$4.32	\$0.00	\$43.73
5	70	\$33.99	\$7.85	\$14.11	\$0.00	\$55.95
6	75	\$36.42	\$7.85	\$14.44	\$0.00	\$58.71
7	80	\$38.85	\$7.85	\$14.77	\$0.00	\$61.47
8	90	\$43.70	\$7.85	\$15.44	\$0.00	\$66.99

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.76	\$7.85	\$0.00	\$0.00	\$32.61
2	55	\$27.23	\$7.85	\$3.66	\$0.00	\$38.74
3	60	\$29.71	\$7.85	\$3.99	\$0.00	\$41.55
4	65	\$32.18	\$7.85	\$4.32	\$0.00	\$44.35
5	70	\$34.66	\$7.85	\$14.11	\$0.00	\$56.62
6	75	\$37.13	\$7.85	\$14.44	\$0.00	\$59.42
7	80	\$39.61	\$7.85	\$14.77	\$0.00	\$62.23
8	90	\$44.56	\$7.85	\$15.44	\$0.00	\$67.85

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2015	\$35.25	\$7.30	\$13.20	\$0.00	\$55.75
	12/01/2015	\$36.00	\$7.30	\$13.20	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2015	\$36.25	\$7.30	\$13.20	\$0.00	\$56.75
For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$37.00	\$7.30	\$13.20	\$0.00	\$57.50
DEMO: BURNERS LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2015	\$36.00	\$7.30	\$13.20	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$36.75	\$7.30	\$13.20	\$0.00	\$57.25
DEMO: CONCRETE CUTTER/SAWYER LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2015	\$36.25	\$7.30	\$13.20	\$0.00	\$56.75
For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$37.00	\$7.30	\$13.20	\$0.00	\$57.50
DEMO: JACKHAMMER OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2015	\$36.00	\$7.30	\$13.20	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$36.75	\$7.30	\$13.20	\$0.00	\$57.25
DEMO: WRECKING LABORER LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2015	\$35.25	\$7.30	\$13.20	\$0.00	\$55.75
For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$36.00	\$7.30	\$13.20	\$0.00	\$56.50
DIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
ELECTRICIAN (Including Core Drilling) ELECTRICIANS LOCAL 7	06/28/2015	\$38.06	\$9.20	\$9.79	\$0.00	\$57.05
	01/03/2016	\$38.91	\$9.20	\$9.79	\$0.00	\$57.90
	07/03/2016	\$39.81	\$9.20	\$9.79	\$0.00	\$58.80
	01/01/2017	\$40.71	\$9.20	\$9.79	\$0.00	\$59.70

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - *ELECTRICIAN - Local 7*

Effective Date - 06/28/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.22	\$5.00	\$0.46	\$0.00	\$20.68
2	45	\$17.13	\$5.00	\$0.46	\$0.00	\$22.59
3	50	\$19.03	\$9.20	\$5.51	\$0.00	\$33.74
4	55	\$20.93	\$9.20	\$5.51	\$0.00	\$35.64
5	65	\$24.74	\$9.20	\$6.51	\$0.00	\$40.45
6	70	\$26.64	\$9.20	\$7.51	\$0.00	\$43.35

Effective Date - 01/03/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.56	\$5.00	\$0.47	\$0.00	\$21.03
2	45	\$17.51	\$5.00	\$0.47	\$0.00	\$22.98
3	50	\$19.46	\$9.20	\$5.52	\$0.00	\$34.18
4	55	\$21.40	\$9.20	\$5.52	\$0.00	\$36.12
5	65	\$25.29	\$9.20	\$6.52	\$0.00	\$41.01
6	70	\$27.24	\$9.20	\$7.52	\$0.00	\$43.96

Notes: Pre-5/31/11 Begins at Step 3 \$37.78/4\$39.68/5\$44.10/6\$46.19
Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

Apprentice to Journeyworker Ratio:2:3****

ELEVATOR CONSTRUCTOR	01/01/2015	\$47.73	\$13.58	\$14.21	\$0.00	\$75.52
ELEVATOR CONSTRUCTORS LOCAL #1	01/01/2016	\$48.77	\$14.43	\$14.96	\$0.00	\$78.16
	01/01/2017	\$49.90	\$15.28	\$15.71	\$0.00	\$80.89

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**Apprentice - ELEVATOR CONSTRUCTOR - Local 41****Effective Date - 01/01/2015**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.87	\$13.58	\$14.21	\$0.00	\$51.66
2	55	\$26.25	\$13.58	\$14.21	\$0.00	\$54.04
3	65	\$31.02	\$13.58	\$14.21	\$0.00	\$58.81
4	70	\$33.41	\$13.58	\$14.21	\$0.00	\$61.20
5	80	\$38.18	\$13.58	\$14.21	\$0.00	\$65.97

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.39	\$14.43	\$14.96	\$0.00	\$53.78
2	55	\$26.82	\$14.43	\$14.96	\$0.00	\$56.21
3	65	\$31.70	\$14.43	\$14.96	\$0.00	\$61.09
4	70	\$34.14	\$14.43	\$14.96	\$0.00	\$63.53
5	80	\$39.02	\$14.43	\$14.96	\$0.00	\$68.41

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio: 1:1**ELEVATOR CONSTRUCTOR HELPER***ELEVATOR CONSTRUCTORS LOCAL 41*

01/01/2015	\$33.41	\$13.58	\$14.21	\$0.00	\$61.20
01/01/2016	\$34.14	\$14.43	\$14.96	\$0.00	\$63.53
01/01/2017	\$34.93	\$15.28	\$15.71	\$0.00	\$65.92

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & BEAM RAIL ERECTOR*LABORERS - ZONE 4 (BUILDING & SITE)*

06/01/2015	\$24.75	\$7.30	\$10.15	\$0.00	\$42.20
12/01/2015	\$25.50	\$7.30	\$10.15	\$0.00	\$42.95
06/01/2016	\$26.25	\$7.30	\$10.15	\$0.00	\$43.70
12/01/2016	\$27.00	\$7.30	\$10.15	\$0.00	\$44.45

For apprentice rates see "Apprentice- LABORER"

FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)*LABORERS - ZONE 4 (HEAVY & HIGHWAY)*

06/01/2015	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
12/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
06/01/2016	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
12/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY*OPERATING ENGINEERS LOCAL 98*

06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
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FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY*OPERATING ENGINEERS LOCAL 98*

06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
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FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY*OPERATING ENGINEERS LOCAL 98*

06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
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FIRE ALARM INSTALLER*ELECTRICIANS LOCAL 7*

06/28/2015	\$38.06	\$9.20	\$9.79	\$0.00	\$57.05
01/03/2016	\$38.91	\$9.20	\$9.79	\$0.00	\$57.90
07/03/2016	\$39.81	\$9.20	\$9.79	\$0.00	\$58.80
01/01/2017	\$40.71	\$9.20	\$9.79	\$0.00	\$59.70

For apprentice rates see "Apprentice- ELECTRICIAN"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONINGELECTRICIANS LOCAL 7	06/28/2015	\$38.06	\$9.20	\$9.79	\$0.00	\$57.05
	01/03/2016	\$38.91	\$9.20	\$9.79	\$0.00	\$57.90
	07/03/2016	\$39.81	\$9.20	\$9.79	\$0.00	\$58.80
	01/01/2017	\$40.71	\$9.20	\$9.79	\$0.00	\$59.70
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN OPERATING ENGINEERS LOCAL 98	06/01/2015	\$32.44	\$9.70	\$11.47	\$0.00	\$53.61
	12/01/2015	\$33.19	\$9.70	\$11.47	\$0.00	\$54.36

Apprentice - OPERATING ENGINEERS - Local 98 Class 3

Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.46	\$9.70	\$11.47	\$0.00	\$40.63
2	70	\$22.71	\$9.70	\$11.47	\$0.00	\$43.88
3	80	\$25.95	\$9.70	\$11.47	\$0.00	\$47.12
4	90	\$29.20	\$9.70	\$11.47	\$0.00	\$50.37

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.91	\$9.70	\$11.47	\$0.00	\$41.08
2	70	\$23.23	\$9.70	\$11.47	\$0.00	\$44.40
3	80	\$26.55	\$9.70	\$11.47	\$0.00	\$47.72
4	90	\$29.87	\$9.70	\$11.47	\$0.00	\$51.04

Notes:

Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2015	\$20.50	\$7.30	\$11.75	\$0.00	\$39.55
	12/01/2015	\$20.50	\$7.30	\$11.75	\$0.00	\$39.55
	06/01/2016	\$20.50	\$7.30	\$11.75	\$0.00	\$39.55
	12/01/2016	\$20.50	\$7.30	\$11.75	\$0.00	\$39.55
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE III	09/01/2014	\$31.79	\$7.80	\$13.96	\$0.00	\$53.55

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - FLOORCOVERER - Local 2168 Zone III**Effective Date - 09/01/2014**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.90	\$7.80	\$1.12	\$0.00	\$24.82
2	55	\$17.48	\$7.80	\$1.12	\$0.00	\$26.40
3	60	\$19.07	\$7.80	\$10.51	\$0.00	\$37.38
4	65	\$20.66	\$7.80	\$10.51	\$0.00	\$38.97
5	70	\$22.25	\$7.80	\$11.66	\$0.00	\$41.71
6	75	\$23.84	\$7.80	\$11.66	\$0.00	\$43.30
7	80	\$25.43	\$7.80	\$12.81	\$0.00	\$46.04
8	85	\$27.02	\$7.80	\$12.81	\$0.00	\$47.63

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT	06/01/2015	\$32.66	\$9.70	\$11.47	\$0.00	\$53.83
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$33.41	\$9.70	\$11.47	\$0.00	\$54.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATORS/LIGHTING PLANTS	06/01/2015	\$29.21	\$9.70	\$11.47	\$0.00	\$50.38
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$29.96	\$9.70	\$11.47	\$0.00	\$51.13
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	06/01/2015	\$35.08	\$10.25	\$8.00	\$0.00	\$53.33
<i>GLAZIERS LOCAL 1333</i>	06/01/2016	\$35.58	\$10.70	\$8.25	\$0.00	\$54.53

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - GLAZIER - Local 1333
Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.54	\$10.25	\$1.00	\$0.00	\$28.79
2	56	\$19.73	\$10.25	\$1.00	\$0.00	\$30.98
3	63	\$21.93	\$10.25	\$1.50	\$0.00	\$33.68
4	69	\$24.12	\$10.25	\$1.50	\$0.00	\$35.87
5	75	\$26.31	\$10.25	\$2.00	\$0.00	\$38.56
6	81	\$28.50	\$10.25	\$2.00	\$0.00	\$40.75
7	88	\$30.70	\$10.25	\$8.00	\$0.00	\$48.95
8	94	\$32.89	\$10.25	\$8.00	\$0.00	\$51.14

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.79	\$10.70	\$1.00	\$0.00	\$29.49
2	56	\$20.01	\$10.70	\$1.00	\$0.00	\$31.71
3	63	\$22.24	\$10.70	\$1.50	\$0.00	\$34.44
4	69	\$24.46	\$10.70	\$1.50	\$0.00	\$36.66
5	75	\$26.69	\$10.70	\$2.00	\$0.00	\$39.39
6	81	\$28.91	\$10.70	\$2.00	\$0.00	\$41.61
7	88	\$31.13	\$10.70	\$8.00	\$0.00	\$49.83
8	94	\$33.36	\$10.70	\$8.00	\$0.00	\$52.06

Notes:
Apprentice to Journeyworker Ratio:1:3

GRADER/TRENCHING MACHINE/DERRICK	06/01/2015	\$32.97	\$9.70	\$11.47	\$0.00	\$54.14
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$33.72	\$9.70	\$11.47	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HVAC (DUCTWORK)	07/01/2015	\$32.32	\$9.14	\$14.92	\$1.68	\$58.06
<i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2016	\$33.02	\$9.14	\$14.92	\$1.68	\$58.76
	07/01/2016	\$33.73	\$9.14	\$14.96	\$1.68	\$59.51
	01/01/2017	\$34.48	\$9.14	\$14.96	\$1.68	\$60.26
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS)	06/28/2015	\$38.06	\$9.20	\$9.79	\$0.00	\$57.05
<i>ELECTRICIANS LOCAL 7</i>	01/03/2016	\$38.91	\$9.20	\$9.79	\$0.00	\$57.90
	07/03/2016	\$39.81	\$9.20	\$9.79	\$0.00	\$58.80
	01/01/2017	\$40.71	\$9.20	\$9.79	\$0.00	\$59.70
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR)	07/01/2015	\$32.32	\$9.14	\$14.92	\$1.68	\$58.06
<i>SHEETMETAL WORKERS LOCAL 63</i>	01/01/2016	\$33.02	\$9.14	\$14.92	\$1.68	\$58.76
	07/01/2016	\$33.73	\$9.14	\$14.96	\$1.68	\$59.51
	01/01/2017	\$34.48	\$9.14	\$14.96	\$1.68	\$60.26
For apprentice rates see "Apprentice- SHEET METAL WORKER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING -WATER) PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	03/17/2015	\$35.88	\$8.30	\$14.40	\$0.00	\$58.58
	09/17/2015	\$36.63	\$8.30	\$14.40	\$0.00	\$59.33
	03/17/2016	\$37.63	\$8.30	\$14.40	\$0.00	\$60.33
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	03/17/2015	\$35.88	\$8.30	\$14.40	\$0.00	\$58.58
	09/17/2015	\$36.63	\$8.30	\$14.40	\$0.00	\$59.33
	03/17/2016	\$37.63	\$8.30	\$14.40	\$0.00	\$60.33
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
	12/01/2015	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
	06/01/2016	\$27.42	\$7.30	\$11.75	\$0.00	\$46.47
	12/01/2016	\$28.17	\$7.30	\$11.75	\$0.00	\$47.22
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	09/01/2014	\$34.65	\$11.25	\$12.60	\$0.00	\$58.50

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Springfield

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.33	\$11.25	\$9.35	\$0.00	\$37.93
2	60	\$20.79	\$11.25	\$10.00	\$0.00	\$42.04
3	70	\$24.26	\$11.25	\$10.65	\$0.00	\$46.16
4	80	\$27.72	\$11.25	\$11.30	\$0.00	\$50.27

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER IRONWORKERS LOCAL 7 (SPRINGFIELD AREA)	03/16/2015	\$30.00	\$7.70	\$19.50	\$0.00	\$57.20
	09/16/2015	\$30.65	\$7.70	\$19.50	\$0.00	\$57.85
	03/16/2016	\$31.30	\$7.70	\$19.50	\$0.00	\$58.50
	09/16/2016	\$31.95	\$7.70	\$19.50	\$0.00	\$59.15
	03/16/2017	\$32.60	\$7.70	\$19.50	\$0.00	\$59.80

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - IRONWORKER - Local 7 Springfield
Effective Date - 03/16/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.00	\$7.70	\$19.50	\$0.00	\$45.20
2	70	\$21.00	\$7.70	\$19.50	\$0.00	\$48.20
3	75	\$22.50	\$7.70	\$19.50	\$0.00	\$49.70
4	80	\$24.00	\$7.70	\$19.50	\$0.00	\$51.20
5	85	\$25.50	\$7.70	\$19.50	\$0.00	\$52.70
6	90	\$27.00	\$7.70	\$19.50	\$0.00	\$54.20

Effective Date - 09/16/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.39	\$7.70	\$19.50	\$0.00	\$45.59
2	70	\$21.46	\$7.70	\$19.50	\$0.00	\$48.66
3	75	\$22.99	\$7.70	\$19.50	\$0.00	\$50.19
4	80	\$24.52	\$7.70	\$19.50	\$0.00	\$51.72
5	85	\$26.05	\$7.70	\$19.50	\$0.00	\$53.25
6	90	\$27.59	\$7.70	\$19.50	\$0.00	\$54.79

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:
JACKHAMMER & PAVING BREAKER OPERATOR
LABORERS - ZONE 4 (BUILDING & SITE)

06/01/2015	\$24.75	\$7.30	\$10.15	\$0.00	\$42.20
12/01/2015	\$25.50	\$7.30	\$10.15	\$0.00	\$42.95
06/01/2016	\$26.25	\$7.30	\$10.15	\$0.00	\$43.70
12/01/2016	\$27.00	\$7.30	\$10.15	\$0.00	\$44.45

For apprentice rates see "Apprentice- LABORER"

LABORER
LABORERS - ZONE 4 (BUILDING & SITE)

06/01/2015	\$24.50	\$7.30	\$10.15	\$0.00	\$41.95
12/01/2015	\$25.25	\$7.30	\$10.15	\$0.00	\$42.70
06/01/2016	\$26.00	\$7.30	\$10.15	\$0.00	\$43.45
12/01/2016	\$26.75	\$7.30	\$10.15	\$0.00	\$44.20

Apprentice - LABORER - Zone 4 Building and Site**Effective Date - 06/01/2015**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.70	\$7.30	\$10.15	\$0.00	\$32.15
2	70	\$17.15	\$7.30	\$10.15	\$0.00	\$34.60
3	80	\$19.60	\$7.30	\$10.15	\$0.00	\$37.05
4	90	\$22.05	\$7.30	\$10.15	\$0.00	\$39.50

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.15	\$7.30	\$10.15	\$0.00	\$32.60
2	70	\$17.68	\$7.30	\$10.15	\$0.00	\$35.13
3	80	\$20.20	\$7.30	\$10.15	\$0.00	\$37.65
4	90	\$22.73	\$7.30	\$10.15	\$0.00	\$40.18

Notes:**Apprentice to Journeyworker Ratio:1:5**

LABORER (HEAVY & HIGHWAY)	06/01/2015	\$25.67	\$7.30	\$11.75	\$0.00	\$44.72
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2015	\$26.17	\$7.30	\$11.75	\$0.00	\$45.22
	06/01/2016	\$26.67	\$7.30	\$11.75	\$0.00	\$45.72
	12/01/2016	\$27.42	\$7.30	\$11.75	\$0.00	\$46.47

Apprentice - LABORER (Heavy and Highway) - Zone 4**Effective Date - 06/01/2015**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.40	\$7.30	\$11.75	\$0.00	\$34.45
2	70	\$17.97	\$7.30	\$11.75	\$0.00	\$37.02
3	80	\$20.54	\$7.30	\$11.75	\$0.00	\$39.59
4	90	\$23.10	\$7.30	\$11.75	\$0.00	\$42.15

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.70	\$7.30	\$11.75	\$0.00	\$34.75
2	70	\$18.32	\$7.30	\$11.75	\$0.00	\$37.37
3	80	\$20.94	\$7.30	\$11.75	\$0.00	\$39.99
4	90	\$23.55	\$7.30	\$11.75	\$0.00	\$42.60

Notes:**Apprentice to Journeyworker Ratio:1:5**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2015	\$24.50	\$7.30	\$10.15	\$0.00	\$41.95
	12/01/2015	\$25.25	\$7.30	\$10.15	\$0.00	\$42.70
	06/01/2016	\$26.00	\$7.30	\$10.15	\$0.00	\$43.45
	12/01/2016	\$26.75	\$7.30	\$10.15	\$0.00	\$44.20
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2015	\$24.50	\$7.30	\$10.15	\$0.00	\$41.95
	12/01/2015	\$25.25	\$7.30	\$10.15	\$0.00	\$42.70
	06/01/2016	\$26.00	\$7.30	\$10.15	\$0.00	\$43.45
	12/01/2016	\$26.75	\$7.30	\$10.15	\$0.00	\$44.20
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2015	\$24.60	\$7.30	\$10.15	\$0.00	\$42.05
	12/01/2015	\$25.35	\$7.30	\$10.15	\$0.00	\$42.80
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2015	\$24.75	\$7.30	\$10.15	\$0.00	\$42.20
	12/01/2015	\$25.50	\$7.30	\$10.15	\$0.00	\$42.95
	06/01/2016	\$26.25	\$7.30	\$10.15	\$0.00	\$43.70
	12/01/2016	\$27.00	\$7.30	\$10.15	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2015	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
	12/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
	06/01/2016	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
	12/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2015	\$24.50	\$7.30	\$10.15	\$0.00	\$41.95
	12/01/2015	\$25.25	\$7.30	\$10.15	\$0.00	\$42.70
	06/01/2016	\$26.00	\$7.30	\$10.15	\$0.00	\$43.45
	12/01/2016	\$26.75	\$7.30	\$10.15	\$0.00	\$44.20
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2015	\$24.50	\$7.30	\$10.15	\$0.00	\$41.95
	12/01/2015	\$25.25	\$7.30	\$10.15	\$0.00	\$42.70
	06/01/2016	\$26.00	\$7.30	\$10.15	\$0.00	\$43.45
	12/01/2016	\$26.75	\$7.30	\$10.15	\$0.00	\$44.20
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2015	\$24.75	\$7.30	\$10.15	\$0.00	\$42.20
	12/01/2015	\$25.50	\$7.30	\$10.15	\$0.00	\$42.95
	06/01/2016	\$26.25	\$7.30	\$10.15	\$0.00	\$43.70
	12/01/2016	\$27.00	\$7.30	\$10.15	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2015	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
	12/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
	06/01/2016	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
	12/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MARBLE & TILE FINISHERS	03/02/2015	\$30.85	\$10.18	\$16.35	\$0.00	\$57.38
<i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	08/31/2015	\$31.76	\$10.18	\$16.41	\$0.00	\$58.35
	02/29/2016	\$32.33	\$10.18	\$16.41	\$0.00	\$58.92
	09/05/2016	\$33.24	\$10.18	\$16.48	\$0.00	\$59.90
	02/27/2017	\$33.81	\$10.18	\$16.48	\$0.00	\$60.47

Apprentice - MARBLE-TILE-TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Pitt)

Effective Date - 03/02/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.43	\$10.18	\$16.35	\$0.00	\$41.96
2	60	\$18.51	\$10.18	\$16.35	\$0.00	\$45.04
3	70	\$21.60	\$10.18	\$16.35	\$0.00	\$48.13
4	80	\$24.68	\$10.18	\$16.35	\$0.00	\$51.21
5	90	\$27.77	\$10.18	\$16.35	\$0.00	\$54.30

Effective Date - 08/31/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.88	\$10.18	\$16.41	\$0.00	\$42.47
2	60	\$19.06	\$10.18	\$16.41	\$0.00	\$45.65
3	70	\$22.23	\$10.18	\$16.41	\$0.00	\$48.82
4	80	\$25.41	\$10.18	\$16.41	\$0.00	\$52.00
5	90	\$28.58	\$10.18	\$16.41	\$0.00	\$55.17

Notes:

Apprentice to Journeyworker Ratio:1:5

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	03/02/2015	\$37.46	\$10.18	\$16.66	\$0.00	\$64.30
<i>BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE</i>	08/31/2015	\$38.36	\$10.18	\$16.73	\$0.00	\$65.27
	02/29/2016	\$38.93	\$10.18	\$16.73	\$0.00	\$65.84
	09/05/2016	\$39.83	\$10.18	\$16.81	\$0.00	\$66.82
	02/27/2017	\$40.40	\$10.18	\$16.81	\$0.00	\$67.39

Apprentice - MARBLE-TILE-TERRAZZO MECH - Local 3 Marble/Tile (Spr/Pitt)**Effective Date - 03/02/2015**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.73	\$10.18	\$16.66	\$0.00	\$45.57
2	60	\$22.48	\$10.18	\$16.66	\$0.00	\$49.32
3	70	\$26.22	\$10.18	\$16.66	\$0.00	\$53.06
4	80	\$29.97	\$10.18	\$16.66	\$0.00	\$56.81
5	90	\$33.71	\$10.18	\$16.66	\$0.00	\$60.55

Effective Date - 08/31/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.18	\$10.18	\$16.73	\$0.00	\$46.09
2	60	\$23.02	\$10.18	\$16.73	\$0.00	\$49.93
3	70	\$26.85	\$10.18	\$16.73	\$0.00	\$53.76
4	80	\$30.69	\$10.18	\$16.73	\$0.00	\$57.60
5	90	\$34.52	\$10.18	\$16.73	\$0.00	\$61.43

Notes:**Apprentice to Journeyworker Ratio:1:5**

MECH. SWEEPER OPERATOR (ON CONST. SITES)	06/01/2015	\$32.97	\$9.70	\$11.47	\$0.00	\$54.14
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$33.72	\$9.70	\$11.47	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANIC/WELDER/BOOM TRUCK	06/01/2015	\$32.44	\$9.70	\$11.47	\$0.00	\$53.61
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$33.19	\$9.70	\$11.47	\$0.00	\$54.36
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 3)	04/01/2015	\$33.13	\$9.80	\$16.21	\$0.00	\$59.14
<i>MILLWRIGHTS LOCAL 1121 - Zone 3</i>						

Apprentice - MILLWRIGHT - Local 1121 Zone 3**Effective Date - 04/01/2015**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$18.22	\$9.80	\$4.48	\$0.00	\$32.50
2	65	\$21.53	\$9.80	\$13.36	\$0.00	\$44.69
3	75	\$24.85	\$9.80	\$14.18	\$0.00	\$48.83
4	85	\$28.16	\$9.80	\$14.99	\$0.00	\$52.95

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
MORTAR MIXER LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2015	\$24.75	\$7.30	\$10.15	\$0.00	\$42.20
	12/01/2015	\$25.50	\$7.30	\$10.15	\$0.00	\$42.95
	06/01/2016	\$26.25	\$7.30	\$10.15	\$0.00	\$43.70
	12/01/2016	\$27.00	\$7.30	\$10.15	\$0.00	\$44.45
For apprentice rates see "Apprentice- LABORER"						
OILER OPERATING ENGINEERS LOCAL 98	06/01/2015	\$28.13	\$9.70	\$11.47	\$0.00	\$49.30
	12/01/2015	\$28.88	\$9.70	\$11.47	\$0.00	\$50.05
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI OPERATING ENGINEERS LOCAL 98	06/01/2015	\$26.15	\$9.70	\$11.47	\$0.00	\$47.32
	12/01/2015	\$26.90	\$9.70	\$11.47	\$0.00	\$48.07
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 3	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.28	\$7.85	\$0.00	\$0.00	\$32.13
2	55	\$26.71	\$7.85	\$3.66	\$0.00	\$38.22
3	60	\$29.14	\$7.85	\$3.99	\$0.00	\$40.98
4	65	\$31.56	\$7.85	\$4.32	\$0.00	\$43.73
5	70	\$33.99	\$7.85	\$14.11	\$0.00	\$55.95
6	75	\$36.42	\$7.85	\$14.44	\$0.00	\$58.71
7	80	\$38.85	\$7.85	\$14.77	\$0.00	\$61.47
8	90	\$43.70	\$7.85	\$15.44	\$0.00	\$66.99

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.76	\$7.85	\$0.00	\$0.00	\$32.61
2	55	\$27.23	\$7.85	\$3.66	\$0.00	\$38.74
3	60	\$29.71	\$7.85	\$3.99	\$0.00	\$41.55
4	65	\$32.18	\$7.85	\$4.32	\$0.00	\$44.35
5	70	\$34.66	\$7.85	\$14.11	\$0.00	\$56.62
6	75	\$37.13	\$7.85	\$14.44	\$0.00	\$59.42
7	80	\$39.61	\$7.85	\$14.77	\$0.00	\$62.23
8	90	\$44.56	\$7.85	\$15.44	\$0.00	\$67.85

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (SPRAY OR SANDBLAST, NEW) *	07/01/2015	\$32.03	\$7.85	\$12.30	\$0.00	\$52.18
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	01/01/2016	\$32.93	\$7.85	\$12.30	\$0.00	\$53.08
	07/01/2016	\$33.78	\$7.85	\$12.30	\$0.00	\$53.93
	01/01/2017	\$34.68	\$7.85	\$12.30	\$0.00	\$54.83

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - New

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.02	\$7.85	\$0.00	\$0.00	\$23.87
2	55	\$17.62	\$7.85	\$1.57	\$0.00	\$27.04
3	60	\$19.22	\$7.85	\$1.71	\$0.00	\$28.78
4	65	\$20.82	\$7.85	\$1.85	\$0.00	\$30.52
5	70	\$22.42	\$7.85	\$11.45	\$0.00	\$41.72
6	75	\$24.02	\$7.85	\$11.59	\$0.00	\$43.46
7	80	\$25.62	\$7.85	\$11.73	\$0.00	\$45.20
8	90	\$28.83	\$7.85	\$12.02	\$0.00	\$48.70

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.47	\$7.85	\$0.00	\$0.00	\$24.32
2	55	\$18.11	\$7.85	\$1.57	\$0.00	\$27.53
3	60	\$19.76	\$7.85	\$1.71	\$0.00	\$29.32
4	65	\$21.40	\$7.85	\$1.85	\$0.00	\$31.10
5	70	\$23.05	\$7.85	\$11.45	\$0.00	\$42.35
6	75	\$24.70	\$7.85	\$11.59	\$0.00	\$44.14
7	80	\$26.34	\$7.85	\$11.73	\$0.00	\$45.92
8	90	\$29.64	\$7.85	\$12.02	\$0.00	\$49.51

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	07/01/2015	\$29.35	\$7.85	\$12.30	\$0.00	\$49.50
PAINTERS LOCAL 35 - ZONE 3	01/01/2016	\$30.25	\$7.85	\$12.30	\$0.00	\$50.40
	07/01/2016	\$31.11	\$7.85	\$12.30	\$0.00	\$51.26
	01/01/2017	\$32.00	\$7.85	\$12.30	\$0.00	\$52.15

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint**Effective Date - 07/01/2015**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.68	\$7.85	\$0.00	\$0.00	\$22.53
2	55	\$16.14	\$7.85	\$1.57	\$0.00	\$25.56
3	60	\$17.61	\$7.85	\$1.71	\$0.00	\$27.17
4	65	\$19.08	\$7.85	\$1.85	\$0.00	\$28.78
5	70	\$20.55	\$7.85	\$11.45	\$0.00	\$39.85
6	75	\$22.01	\$7.85	\$11.59	\$0.00	\$41.45
7	80	\$23.48	\$7.85	\$11.73	\$0.00	\$43.06
8	90	\$26.42	\$7.85	\$12.02	\$0.00	\$46.29

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.13	\$7.85	\$0.00	\$0.00	\$22.98
2	55	\$16.64	\$7.85	\$1.57	\$0.00	\$26.06
3	60	\$18.15	\$7.85	\$1.71	\$0.00	\$27.71
4	65	\$19.66	\$7.85	\$1.85	\$0.00	\$29.36
5	70	\$21.18	\$7.85	\$11.45	\$0.00	\$40.48
6	75	\$22.69	\$7.85	\$11.59	\$0.00	\$42.13
7	80	\$24.20	\$7.85	\$11.73	\$0.00	\$43.78
8	90	\$27.23	\$7.85	\$12.02	\$0.00	\$47.10

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, NEW) *	07/01/2015	\$30.63	\$7.85	\$12.30	\$0.00	\$50.78
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	01/01/2016	\$31.53	\$7.85	\$12.30	\$0.00	\$51.68
	07/01/2016	\$32.38	\$7.85	\$12.30	\$0.00	\$52.53
	01/01/2017	\$33.28	\$7.85	\$12.30	\$0.00	\$53.43

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW**Effective Date - 07/01/2015**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.32	\$7.85	\$0.00	\$0.00	\$23.17
2	55	\$16.85	\$7.85	\$1.57	\$0.00	\$26.27
3	60	\$18.38	\$7.85	\$1.71	\$0.00	\$27.94
4	65	\$19.91	\$7.85	\$1.85	\$0.00	\$29.61
5	70	\$21.44	\$7.85	\$11.45	\$0.00	\$40.74
6	75	\$22.97	\$7.85	\$11.59	\$0.00	\$42.41
7	80	\$24.50	\$7.85	\$11.73	\$0.00	\$44.08
8	90	\$27.57	\$7.85	\$12.02	\$0.00	\$47.44

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.77	\$7.85	\$0.00	\$0.00	\$23.62
2	55	\$17.34	\$7.85	\$1.57	\$0.00	\$26.76
3	60	\$18.92	\$7.85	\$1.71	\$0.00	\$28.48
4	65	\$20.49	\$7.85	\$1.85	\$0.00	\$30.19
5	70	\$22.07	\$7.85	\$11.45	\$0.00	\$41.37
6	75	\$23.65	\$7.85	\$11.59	\$0.00	\$43.09
7	80	\$25.22	\$7.85	\$11.73	\$0.00	\$44.80
8	90	\$28.38	\$7.85	\$12.02	\$0.00	\$48.25

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)	07/01/2015	\$27.95	\$7.85	\$12.30	\$0.00	\$48.10
PAINTERS LOCAL 35 - ZONE 3	01/01/2016	\$28.85	\$7.85	\$12.30	\$0.00	\$49.00
	07/01/2016	\$29.70	\$7.85	\$12.30	\$0.00	\$49.85
	01/01/2017	\$30.60	\$7.85	\$12.30	\$0.00	\$50.75

Apprentice - PAINTER Local 35 Zone 3 - BRUSH REPAINT**Effective Date - 07/01/2015**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$13.98	\$7.85	\$0.00	\$0.00	\$21.83
2	55	\$15.37	\$7.85	\$1.57	\$0.00	\$24.79
3	60	\$16.77	\$7.85	\$1.71	\$0.00	\$26.33
4	65	\$18.17	\$7.85	\$1.85	\$0.00	\$27.87
5	70	\$19.57	\$7.85	\$1.45	\$0.00	\$38.87
6	75	\$20.96	\$7.85	\$1.59	\$0.00	\$40.40
7	80	\$22.36	\$7.85	\$1.73	\$0.00	\$41.94
8	90	\$25.16	\$7.85	\$12.02	\$0.00	\$45.03

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$14.43	\$7.85	\$0.00	\$0.00	\$22.28
2	55	\$15.87	\$7.85	\$1.57	\$0.00	\$25.29
3	60	\$17.31	\$7.85	\$1.71	\$0.00	\$26.87
4	65	\$18.75	\$7.85	\$1.85	\$0.00	\$28.45
5	70	\$20.20	\$7.85	\$1.45	\$0.00	\$39.50
6	75	\$21.64	\$7.85	\$1.59	\$0.00	\$41.08
7	80	\$23.08	\$7.85	\$1.73	\$0.00	\$42.66
8	90	\$25.97	\$7.85	\$12.02	\$0.00	\$45.84

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	06/01/2015	\$25.67	\$7.30	\$11.75	\$0.00	\$44.72
<i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2015	\$26.17	\$7.30	\$11.75	\$0.00	\$45.22
	06/01/2016	\$26.67	\$7.30	\$11.75	\$0.00	\$45.72
	12/01/2016	\$27.42	\$7.30	\$11.75	\$0.00	\$46.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
PANEL & PICKUP TRUCKS DRIVER	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
<i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>						
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	03/02/2015	\$37.85	\$9.80	\$18.17	\$0.00	\$65.82
<i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/31/2015	\$39.00	\$9.80	\$18.17	\$0.00	\$66.97
PILE DRIVER	03/02/2015	\$37.85	\$9.80	\$18.17	\$0.00	\$65.82
<i>PILE DRIVER LOCAL 56 (ZONE 3)</i>	08/31/2015	\$39.00	\$9.80	\$18.17	\$0.00	\$66.97

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PILE DRIVER - Local 56 Zone 3

Effective Date - 03/02/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Notes: Apprentice wages shall be no less than the following Steps;
(Same as set in Zone 1)
1\$50.41/2\$54.61/3\$58.82/4\$60.92/5\$63.02/6\$63.02/7\$67.23/8\$67.23

Apprentice to Journeyworker Ratio:1:3

PIPELAYER	06/01/2015	\$24.75	\$7.30	\$10.15	\$0.00	\$42.20
LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2015	\$25.50	\$7.30	\$10.15	\$0.00	\$42.95
	06/01/2016	\$26.25	\$7.30	\$10.15	\$0.00	\$43.70
	12/01/2016	\$27.00	\$7.30	\$10.15	\$0.00	\$44.45

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY)	06/01/2015	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
	06/01/2016	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
	12/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

PLUMBER & PIPEFITTER	03/17/2015	\$35.88	\$8.30	\$14.40	\$0.00	\$58.58
PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	09/17/2015	\$36.63	\$8.30	\$14.40	\$0.00	\$59.33
	03/17/2016	\$37.63	\$8.30	\$14.40	\$0.00	\$60.33

Apprentice - PLUMBER/PIPEFITTER - Local 104 Western

Effective Date - 03/17/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$16.15	\$8.30	\$8.40	\$0.00	\$32.85
2	50	\$17.94	\$8.30	\$8.40	\$0.00	\$34.64
3	60	\$21.53	\$8.30	\$8.40	\$0.00	\$38.23
4	70	\$25.12	\$8.30	\$8.40	\$0.00	\$41.82
5	80	\$28.70	\$8.30	\$14.40	\$0.00	\$51.40

Effective Date - 09/17/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$16.48	\$8.30	\$8.40	\$0.00	\$33.18
2	50	\$18.32	\$8.30	\$8.40	\$0.00	\$35.02
3	60	\$21.98	\$8.30	\$8.40	\$0.00	\$38.68
4	70	\$25.64	\$8.30	\$8.40	\$0.00	\$42.34
5	80	\$29.30	\$8.30	\$14.40	\$0.00	\$52.00

Notes:
Steps are 2000 hrs.

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PNEUMATIC CONTROLS (TEMP.) <i>PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION</i>	03/17/2015	\$35.88	\$8.30	\$14.40	\$0.00	\$58.58
	09/17/2015	\$36.63	\$8.30	\$14.40	\$0.00	\$59.33
	03/17/2016	\$37.63	\$8.30	\$14.40	\$0.00	\$60.33
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2015	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
	12/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
	06/01/2016	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
	12/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
POWDERMAN & BLASTER <i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	06/01/2015	\$25.50	\$7.30	\$10.15	\$0.00	\$42.95
	12/01/2015	\$26.25	\$7.30	\$10.15	\$0.00	\$43.70
	06/01/2016	\$27.00	\$7.30	\$10.15	\$0.00	\$44.45
	12/01/2016	\$27.75	\$7.30	\$10.15	\$0.00	\$45.20
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2015	\$26.67	\$7.30	\$11.75	\$0.00	\$45.72
	12/01/2015	\$27.17	\$7.30	\$11.75	\$0.00	\$46.22
	06/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72
	12/01/2016	\$28.42	\$7.30	\$11.75	\$0.00	\$47.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2015	\$32.97	\$9.70	\$11.47	\$0.00	\$54.14
	12/01/2015	\$33.72	\$9.70	\$11.47	\$0.00	\$54.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 98</i>	06/01/2015	\$32.44	\$9.70	\$11.47	\$0.00	\$53.61
	12/01/2015	\$33.19	\$9.70	\$11.47	\$0.00	\$54.36
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 404</i>	05/01/2015	\$20.78	\$9.92	\$9.09	\$0.00	\$39.79
	05/01/2016	\$21.01	\$10.23	\$9.40	\$0.00	\$40.64
RESIDENTIAL WOOD FRAME CARPENTER ** ** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. <i>CARPENTERS LOCAL 108 - BERKSHIRE COUNTY</i>	03/02/2015	\$25.26	\$7.20	\$5.35	\$0.00	\$37.81
	08/31/2015	\$26.06	\$7.20	\$5.35	\$0.00	\$38.61
	02/29/2016	\$26.81	\$7.20	\$5.35	\$0.00	\$39.36
As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.						

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - CARPENTER (Residential Wood Frame) - Local 108 Berkshire
Effective Date - 03/02/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.16	\$7.20	\$0.00	\$0.00	\$22.36
2	60	\$15.16	\$7.20	\$5.35	\$0.00	\$27.71
3	65	\$16.42	\$7.20	\$5.35	\$0.00	\$28.97
4	70	\$17.68	\$7.20	\$5.35	\$0.00	\$30.23
5	75	\$18.95	\$7.20	\$5.35	\$0.00	\$31.50
6	80	\$20.21	\$7.20	\$5.35	\$0.00	\$32.76
7	85	\$21.47	\$7.20	\$5.35	\$0.00	\$34.02
8	90	\$22.73	\$7.20	\$5.35	\$0.00	\$35.28

Effective Date - 08/31/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.64	\$7.20	\$0.00	\$0.00	\$22.84
2	60	\$15.64	\$7.20	\$5.35	\$0.00	\$28.19
3	65	\$16.94	\$7.20	\$5.35	\$0.00	\$29.49
4	70	\$18.24	\$7.20	\$5.35	\$0.00	\$30.79
5	75	\$19.55	\$7.20	\$5.35	\$0.00	\$32.10
6	80	\$20.85	\$7.20	\$5.35	\$0.00	\$33.40
7	85	\$22.15	\$7.20	\$5.35	\$0.00	\$34.70
8	90	\$23.45	\$7.20	\$5.35	\$0.00	\$36.00

Notes:

** 1: 1-5, 2: 6-8, 3: 9-11

Apprentice to Journeyworker Ratio:**
RIDE-ON MOTORIZED BUGGY OPERATOR
LABORERS - ZONE 4 (BUILDING & SITE)

06/01/2015	\$24.75	\$7.30	\$10.15	\$0.00	\$42.20
12/01/2015	\$25.50	\$7.30	\$10.15	\$0.00	\$42.95
06/01/2016	\$26.25	\$7.30	\$10.15	\$0.00	\$43.70
12/01/2016	\$27.00	\$7.30	\$10.15	\$0.00	\$44.45

For apprentice rates see "Apprentice- LABORER"

ROLLER OPERATOR
OPERATING ENGINEERS LOCAL 98

06/01/2015	\$31.83	\$9.70	\$11.47	\$0.00	\$53.00
12/01/2015	\$32.58	\$9.70	\$11.47	\$0.00	\$53.75

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Coal tar pitch)
ROOFERS LOCAL 248

07/16/2015	\$29.75	\$9.00	\$13.25	\$0.00	\$52.00
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For apprentice rates see "Apprentice- ROOFER"

ROOFER (Inc.Roofer Waterproofing &Roofer Damproofg)
ROOFERS LOCAL 248

07/16/2015	\$29.25	\$9.00	\$12.75	\$0.00	\$51.00
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Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - ROOFER - Local 248
Effective Date - 07/16/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$17.55	\$9.00	\$0.00	\$0.00	\$26.55
2	65	\$19.01	\$9.00	\$12.75	\$0.00	\$40.76
3	70	\$20.48	\$9.00	\$12.75	\$0.00	\$42.23
4	75	\$21.94	\$9.00	\$12.75	\$0.00	\$43.69
5	80	\$23.40	\$9.00	\$12.75	\$0.00	\$45.15
6	85	\$24.86	\$9.00	\$12.75	\$0.00	\$46.61
7	90	\$26.33	\$9.00	\$12.75	\$0.00	\$48.08
8	95	\$27.79	\$9.00	\$12.75	\$0.00	\$49.54

Notes:

Steps are 750 hrs.Roofer(Tear Off)1:1; Same as above

Apprentice to Journeyworker Ratio:1:3

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 248	07/16/2015	\$29.75	\$9.00	\$13.25	\$0.00	\$52.00
For apprentice rates see "Apprentice- ROOFER"						
SCRAPER OPERATING ENGINEERS LOCAL 98	06/01/2015	\$32.44	\$9.70	\$11.47	\$0.00	\$53.61
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-POWERED ROLLERS AND COMPACTORS (TAMPERS) OPERATING ENGINEERS LOCAL 98	06/01/2015	\$31.83	\$9.70	\$11.47	\$0.00	\$53.00
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98	06/01/2015	\$29.21	\$9.70	\$11.47	\$0.00	\$50.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63	07/01/2015	\$32.32	\$9.14	\$14.92	\$1.68	\$58.06
	01/01/2016	\$33.02	\$9.14	\$14.92	\$1.68	\$58.76
	07/01/2016	\$33.73	\$9.14	\$14.96	\$1.68	\$59.51
	01/01/2017	\$34.48	\$9.14	\$14.96	\$1.68	\$60.26

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SHEET METAL WORKER - Local 63
Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$14.54	\$5.88	\$4.08	\$0.00	\$24.50
2	50	\$16.16	\$6.18	\$4.53	\$0.00	\$26.87
3	55	\$17.78	\$6.47	\$8.15	\$0.97	\$33.37
4	60	\$19.39	\$6.77	\$8.15	\$1.03	\$35.34
5	65	\$21.01	\$7.06	\$8.15	\$1.09	\$37.31
6	70	\$22.62	\$7.36	\$8.15	\$1.14	\$39.27
7	75	\$24.24	\$7.66	\$8.15	\$1.20	\$41.25
8	80	\$25.86	\$7.95	\$13.88	\$1.43	\$49.12
9	85	\$27.47	\$8.25	\$14.01	\$1.49	\$51.22
10	90	\$29.09	\$8.55	\$14.01	\$1.55	\$53.20

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$14.86	\$5.88	\$4.08	\$0.00	\$24.82
2	50	\$16.51	\$6.18	\$4.53	\$0.00	\$27.22
3	55	\$18.16	\$6.47	\$8.15	\$0.97	\$33.75
4	60	\$19.81	\$6.77	\$8.15	\$1.03	\$35.76
5	65	\$21.46	\$7.06	\$8.15	\$1.09	\$37.76
6	70	\$23.11	\$7.36	\$8.15	\$1.14	\$39.76
7	75	\$24.77	\$7.66	\$8.15	\$1.20	\$41.78
8	80	\$26.42	\$7.95	\$13.88	\$1.43	\$49.68
9	85	\$28.07	\$8.25	\$14.01	\$1.49	\$51.82
10	90	\$29.72	\$8.55	\$14.01	\$1.55	\$53.83

Notes:
Apprentice to Journeyworker Ratio:1:3
SIGN ERECTOR
PAINTERS LOCAL 35 - ZONE 3

06/01/2013 \$25.81 \$7.07 \$7.05 \$0.00 \$39.93

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SIGN ERECTOR - Local 35 Zone 3
Effective Date - 06/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01
4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30
5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19
6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48
7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77
8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06
9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2015	\$31.94	\$10.41	\$9.33	\$0.00	\$51.68
	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2015	\$32.23	\$10.41	\$9.33	\$0.00	\$51.97
	12/01/2015	\$32.23	\$10.41	\$10.08	\$0.00	\$52.72
	06/01/2016	\$32.73	\$10.41	\$10.08	\$0.00	\$53.22
	08/01/2016	\$32.73	\$10.91	\$10.08	\$0.00	\$53.72
	12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53
SPRINKLER FITTER SPRINKLER FITTERS LOCAL 669	04/01/2015	\$38.01	\$8.52	\$11.98	\$0.00	\$58.51
	01/01/2016	\$38.01	\$8.52	\$12.13	\$0.00	\$58.66

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - SPRINKLER FITTER - Local 669

Effective Date - 04/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.10	\$7.45	\$0.00	\$0.00	\$24.55
2	50	\$19.01	\$7.45	\$0.00	\$0.00	\$26.46
3	55	\$20.91	\$8.52	\$6.15	\$0.00	\$35.58
4	60	\$22.81	\$8.52	\$6.15	\$0.00	\$37.48
5	65	\$24.71	\$8.52	\$6.40	\$0.00	\$39.63
6	70	\$26.61	\$8.52	\$6.40	\$0.00	\$41.53
7	75	\$28.51	\$8.52	\$6.40	\$0.00	\$43.43
8	80	\$30.41	\$8.52	\$6.40	\$0.00	\$45.33
9	85	\$32.31	\$8.52	\$6.40	\$0.00	\$47.23
10	90	\$34.21	\$8.52	\$6.40	\$0.00	\$49.13

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$17.10	\$7.45	\$0.00	\$0.00	\$24.55
2	50	\$19.01	\$7.45	\$0.00	\$0.00	\$26.46
3	55	\$20.91	\$8.52	\$6.30	\$0.00	\$35.73
4	60	\$22.81	\$8.52	\$6.30	\$0.00	\$37.63
5	65	\$24.71	\$8.52	\$6.55	\$0.00	\$39.78
6	70	\$26.61	\$8.52	\$6.55	\$0.00	\$41.68
7	75	\$28.51	\$8.52	\$6.55	\$0.00	\$43.58
8	80	\$30.41	\$8.52	\$6.55	\$0.00	\$45.48
9	85	\$32.31	\$8.52	\$6.55	\$0.00	\$47.38
10	90	\$34.21	\$8.52	\$6.55	\$0.00	\$49.28

Notes:

Apprentice to Journeyworker Ratio:1:1

TELECOMMUNICATION TECHNICIAN	06/28/2015	\$38.06	\$9.20	\$9.79	\$0.00	\$57.05
ELECTRICIANS LOCAL 7	01/03/2016	\$38.91	\$9.20	\$9.79	\$0.00	\$57.90
	07/03/2016	\$39.81	\$9.20	\$9.79	\$0.00	\$58.80
	01/01/2017	\$40.71	\$9.20	\$9.79	\$0.00	\$59.70

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 7

Effective Date - 06/28/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.22	\$5.00	\$0.46	\$0.00	\$20.68
2	45	\$17.13	\$5.00	\$0.46	\$0.00	\$22.59
3	50	\$19.03	\$9.20	\$5.51	\$0.00	\$33.74
4	55	\$20.93	\$9.20	\$5.51	\$0.00	\$35.64
5	65	\$24.74	\$9.20	\$6.51	\$0.00	\$40.45
6	70	\$26.64	\$9.20	\$7.51	\$0.00	\$43.35

Effective Date - 01/03/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.56	\$5.00	\$0.47	\$0.00	\$21.03
2	45	\$17.51	\$5.00	\$0.47	\$0.00	\$22.98
3	50	\$19.46	\$9.20	\$5.52	\$0.00	\$34.18
4	55	\$21.40	\$9.20	\$5.52	\$0.00	\$36.12
5	65	\$25.29	\$9.20	\$6.52	\$0.00	\$41.01
6	70	\$27.24	\$9.20	\$7.52	\$0.00	\$43.96

Notes:

Steps are 800 hours

Apprentice to Journeyworker Ratio:1:1

TERRAZZO FINISHERS	03/02/2015	\$30.85	\$10.18	\$16.35	\$0.00	\$57.38
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	08/31/2015	\$31.76	\$10.18	\$16.41	\$0.00	\$58.35
	02/29/2016	\$32.33	\$10.18	\$16.41	\$0.00	\$58.92
	09/05/2016	\$33.24	\$10.18	\$16.48	\$0.00	\$59.90
	02/27/2017	\$33.81	\$10.18	\$16.48	\$0.00	\$60.47

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - MARBLE-TILE-TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Pitt)**Effective Date - 03/02/2015**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.43	\$10.18	\$16.35	\$0.00	\$41.96
2	60	\$18.51	\$10.18	\$16.35	\$0.00	\$45.04
3	70	\$21.60	\$10.18	\$16.35	\$0.00	\$48.13
4	80	\$24.68	\$10.18	\$16.35	\$0.00	\$51.21
5	90	\$27.77	\$10.18	\$16.35	\$0.00	\$54.30

Effective Date - 08/31/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$15.88	\$10.18	\$16.41	\$0.00	\$42.47
2	60	\$19.06	\$10.18	\$16.41	\$0.00	\$45.65
3	70	\$22.23	\$10.18	\$16.41	\$0.00	\$48.82
4	80	\$25.41	\$10.18	\$16.41	\$0.00	\$52.00
5	90	\$28.58	\$10.18	\$16.41	\$0.00	\$55.17

Notes:**Apprentice to Journeyworker Ratio:1:5**

TEST BORING DRILLER	06/01/2015	\$36.45	\$7.30	\$13.40	\$0.00	\$57.15
<i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2015	\$37.20	\$7.30	\$13.40	\$0.00	\$57.90
	06/01/2016	\$37.95	\$7.30	\$13.40	\$0.00	\$58.65
	12/01/2016	\$38.95	\$7.30	\$13.40	\$0.00	\$59.65

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER	06/01/2015	\$35.17	\$7.30	\$13.40	\$0.00	\$55.87
<i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2015	\$35.92	\$7.30	\$13.40	\$0.00	\$56.62
	06/01/2016	\$36.67	\$7.30	\$13.40	\$0.00	\$57.37
	12/01/2016	\$37.67	\$7.30	\$13.40	\$0.00	\$58.37

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER	06/01/2015	\$35.05	\$7.30	\$13.40	\$0.00	\$55.75
<i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2015	\$35.80	\$7.30	\$13.40	\$0.00	\$56.50
	06/01/2016	\$36.55	\$7.30	\$13.40	\$0.00	\$57.25
	12/01/2016	\$37.55	\$7.30	\$13.40	\$0.00	\$58.25

For apprentice rates see "Apprentice- LABORER"

TRACTORS	06/01/2015	\$31.83	\$9.70	\$11.47	\$0.00	\$53.00
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$32.58	\$9.70	\$11.47	\$0.00	\$53.75

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TRAILERS FOR EARTH MOVING EQUIPMENT	08/01/2015	\$32.52	\$10.41	\$9.33	\$0.00	\$52.26
<i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	12/01/2015	\$32.52	\$10.41	\$10.08	\$0.00	\$53.01
	06/01/2016	\$33.02	\$10.41	\$10.08	\$0.00	\$53.51
	08/01/2016	\$33.02	\$10.91	\$10.08	\$0.00	\$54.01
	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2015	\$47.33	\$7.30	\$13.80	\$0.00	\$68.43
	12/01/2015	\$48.08	\$7.30	\$13.80	\$0.00	\$69.18
	06/01/2016	\$48.83	\$7.30	\$13.80	\$0.00	\$69.93
	12/01/2016	\$49.83	\$7.30	\$13.80	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2015	\$49.33	\$7.30	\$13.80	\$0.00	\$70.43
	12/01/2015	\$50.08	\$7.30	\$13.80	\$0.00	\$71.18
	06/01/2016	\$50.83	\$7.30	\$13.80	\$0.00	\$71.93
	12/01/2016	\$51.83	\$7.30	\$13.80	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2015	\$39.40	\$7.30	\$13.80	\$0.00	\$60.50
	12/01/2015	\$40.15	\$7.30	\$13.80	\$0.00	\$61.25
	06/01/2016	\$40.90	\$7.30	\$13.80	\$0.00	\$62.00
	12/01/2016	\$41.90	\$7.30	\$13.80	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2015	\$41.40	\$7.30	\$13.80	\$0.00	\$62.50
	12/01/2015	\$42.15	\$7.30	\$13.80	\$0.00	\$63.25
	06/01/2016	\$42.90	\$7.30	\$13.80	\$0.00	\$64.00
	12/01/2016	\$43.90	\$7.30	\$13.80	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	08/01/2015	\$31.94	\$10.41	\$9.33	\$0.00	\$51.68
	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
WAGON DRILL OPERATOR (HEAVY & HIGHWAY) <i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	06/01/2015	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
	12/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
	06/01/2016	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
	12/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION</i>	03/17/2015	\$35.88	\$8.30	\$14.40	\$0.00	\$58.58
	09/17/2015	\$36.63	\$8.30	\$14.40	\$0.00	\$59.33
	03/17/2016	\$37.63	\$8.30	\$14.40	\$0.00	\$60.33
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - West						
EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2014	\$40.66	\$8.20	\$9.22	\$0.00	\$58.08
	08/30/2015	\$42.16	\$8.20	\$9.26	\$0.00	\$59.62
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2014	\$27.37	\$8.20	\$8.82	\$0.00	\$44.39
	08/30/2015	\$28.87	\$8.20	\$8.87	\$0.00	\$45.94
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN / TRUCK DRIVER <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2014	\$36.23	\$8.20	\$9.09	\$0.00	\$53.52
	08/30/2015	\$37.73	\$8.20	\$9.13	\$0.00	\$55.06
For apprentice rates see "Apprentice- LINEMAN"						
HEAVY EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42</i>	08/31/2014	\$42.87	\$8.20	\$9.29	\$0.00	\$60.36
	08/30/2015	\$44.37	\$8.20	\$9.33	\$0.00	\$61.90
For apprentice rates see "Apprentice- LINEMAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
JOURNEYMAN LINEMAN	08/31/2014	\$47.30	\$8.20	\$9.42	\$0.00	\$64.92
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	08/30/2015	\$48.80	\$8.20	\$9.46	\$0.00	\$66.46

Apprentice - LINEMAN (Outside Electrical) - West Local 42

Effective Date - 08/31/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$28.38	\$8.20	\$0.85	\$0.00	\$37.43
2	65	\$30.75	\$8.20	\$0.92	\$0.00	\$39.87
3	70	\$33.11	\$8.20	\$0.99	\$0.00	\$50.30
4	75	\$35.48	\$8.20	\$0.96	\$0.00	\$52.74
5	80	\$37.84	\$8.20	\$0.94	\$0.00	\$55.18
6	85	\$40.21	\$8.20	\$0.91	\$0.00	\$57.62
7	90	\$42.57	\$8.20	\$0.98	\$0.00	\$60.05

Effective Date - 08/30/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$29.28	\$8.20	\$0.88	\$0.00	\$38.36
2	65	\$31.72	\$8.20	\$0.95	\$0.00	\$40.87
3	70	\$34.16	\$8.20	\$0.92	\$0.00	\$51.38
4	75	\$36.60	\$8.20	\$0.90	\$0.00	\$53.90
5	80	\$39.04	\$8.20	\$0.97	\$0.00	\$56.41
6	85	\$41.48	\$8.20	\$0.94	\$0.00	\$58.92
7	90	\$43.92	\$8.20	\$0.92	\$0.00	\$61.44

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER	01/01/2015	\$28.12	\$4.25	\$3.09	\$0.00	\$35.46
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	01/01/2016	\$28.98	\$4.25	\$3.12	\$0.00	\$36.35
TELEDATA LINEMAN/EQUIPMENT OPERATOR	01/01/2015	\$26.49	\$4.25	\$3.04	\$0.00	\$33.78
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TELEDATA WIREMAN/INSTALLER/TECHNICIAN	01/01/2015	\$26.49	\$4.25	\$3.04	\$0.00	\$33.78
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TRACTOR-TRAILER DRIVER	08/31/2014	\$40.66	\$8.20	\$9.22	\$0.00	\$58.08
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	08/30/2015	\$42.16	\$8.20	\$9.26	\$0.00	\$59.62
TREE TRIMMER	02/01/2015	\$18.05	\$3.55	\$0.00	\$0.00	\$21.60
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.						
TREE TRIMMER GROUNDMAN	02/01/2015	\$15.92	\$3.55	\$0.00	\$0.00	\$19.47
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.						

Rental of Equipment - West

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2015	\$31.65	\$10.41	\$0.00	\$0.00	\$42.06
	12/01/2015	\$31.65	\$10.41	\$0.00	\$0.00	\$42.06
	06/01/2016	\$32.15	\$10.41	\$0.00	\$0.00	\$42.56
	08/01/2016	\$32.15	\$10.91	\$0.00	\$0.00	\$43.06
	12/01/2016	\$32.15	\$10.91	\$0.00	\$0.00	\$43.06
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2015	\$31.72	\$10.41	\$0.00	\$0.00	\$42.13
	12/01/2015	\$31.72	\$10.41	\$0.00	\$0.00	\$42.13
	06/01/2016	\$32.22	\$10.41	\$0.00	\$0.00	\$42.63
	08/01/2016	\$32.22	\$10.91	\$0.00	\$0.00	\$43.13
	12/01/2016	\$32.22	\$10.91	\$0.00	\$0.00	\$43.13
(4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	08/01/2015	\$31.84	\$10.41	\$0.00	\$0.00	\$42.25
	12/01/2015	\$31.84	\$10.41	\$0.00	\$0.00	\$42.25
	06/01/2016	\$32.34	\$10.41	\$0.00	\$0.00	\$42.75
	08/01/2016	\$32.34	\$10.91	\$0.00	\$0.00	\$43.25
	12/01/2016	\$32.34	\$10.91	\$0.00	\$0.00	\$43.25
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$90.51	\$9.80	\$0.00	\$0.00	\$100.31
BACKHOE/FRONT-END LOADER OPERATOR OPERATING ENGINEERS LOCAL 98	06/01/2015	\$32.97	\$9.70	\$0.00	\$0.00	\$42.67
	12/01/2015	\$33.72	\$9.70	\$0.00	\$0.00	\$43.42
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BATCH/CEMENT PLANT - ON SITE OPERATING ENGINEERS LOCAL 98	06/01/2015	\$32.44	\$9.70	\$0.00	\$0.00	\$42.14
	12/01/2015	\$33.19	\$9.70	\$0.00	\$0.00	\$42.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELL OPERATING ENGINEERS LOCAL 98	06/01/2015	\$32.97	\$9.70	\$0.00	\$0.00	\$42.67
	12/01/2015	\$33.72	\$9.70	\$0.00	\$0.00	\$43.42
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 98	06/01/2015	\$32.44	\$9.70	\$0.00	\$0.00	\$42.14
	12/01/2015	\$33.19	\$9.70	\$0.00	\$0.00	\$42.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR OPERATING ENGINEERS LOCAL 98	06/01/2015	\$36.47	\$9.70	\$0.00	\$0.00	\$46.17
	12/01/2015	\$37.22	\$9.70	\$0.00	\$0.00	\$46.92
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$60.34	\$9.80	\$0.00	\$0.00	\$70.14
DIVER TENDER PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$43.10	\$9.80	\$0.00	\$0.00	\$52.90
DIVER TENDER (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$64.65	\$9.80	\$0.00	\$0.00	\$74.45
DIVER/SLURRY (EFFLUENT) PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2015	\$90.51	\$9.80	\$0.00	\$0.00	\$100.31
FIREMAN OPERATING ENGINEERS LOCAL 98	06/01/2015	\$32.44	\$9.70	\$0.00	\$0.00	\$42.14
	12/01/2015	\$33.19	\$9.70	\$0.00	\$0.00	\$42.89

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 98 Class 3
Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.46	\$9.70	\$0.00	\$0.00	\$29.16
2	70	\$22.71	\$9.70	\$0.00	\$0.00	\$32.41
3	80	\$25.95	\$9.70	\$0.00	\$0.00	\$35.65
4	90	\$29.20	\$9.70	\$0.00	\$0.00	\$38.90

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$19.91	\$9.70	\$0.00	\$0.00	\$29.61
2	70	\$23.23	\$9.70	\$0.00	\$0.00	\$32.93
3	80	\$26.55	\$9.70	\$0.00	\$0.00	\$36.25
4	90	\$29.87	\$9.70	\$0.00	\$0.00	\$39.57

Notes:

Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs.

Apprentice to Journeyworker Ratio:1:6

FLAGGER & SIGNALER (HEAVY & HIGHWAY)	06/01/2015	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
<i>LABORERS - ZONE 4 (HEAVY & HIGHWAY)</i>	12/01/2015	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	06/01/2016	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	12/01/2016	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"						
FORK LIFT/CHERRY PICKER	06/01/2015	\$32.66	\$9.70	\$0.00	\$0.00	\$42.36
<i>27F WEST OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$33.41	\$9.70	\$0.00	\$0.00	\$43.11
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATORS/LIGHTING PLANTS	06/01/2015	\$29.21	\$9.70	\$0.00	\$0.00	\$38.91
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$29.96	\$9.70	\$0.00	\$0.00	\$39.66
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GRADER/TRENCHING MACHINE/DERRICK	06/01/2015	\$32.97	\$9.70	\$0.00	\$0.00	\$42.67
<i>OPERATING ENGINEERS LOCAL 98</i>	12/01/2015	\$33.72	\$9.70	\$0.00	\$0.00	\$43.42
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
LABORER	06/01/2015	\$24.50	\$7.30	\$0.00	\$0.00	\$31.80
<i>LABORERS - ZONE 4 (BUILDING & SITE)</i>	12/01/2015	\$25.25	\$7.30	\$0.00	\$0.00	\$32.55
	06/01/2016	\$26.00	\$7.30	\$0.00	\$0.00	\$33.30
	12/01/2016	\$26.75	\$7.30	\$0.00	\$0.00	\$34.05

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - LABORER - Zone 4 Building and Site
Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$14.70	\$7.30	\$0.00	\$0.00	\$22.00
2	70	\$17.15	\$7.30	\$0.00	\$0.00	\$24.45
3	80	\$19.60	\$7.30	\$0.00	\$0.00	\$26.90
4	90	\$22.05	\$7.30	\$0.00	\$0.00	\$29.35

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.15	\$7.30	\$0.00	\$0.00	\$22.45
2	70	\$17.68	\$7.30	\$0.00	\$0.00	\$24.98
3	80	\$20.20	\$7.30	\$0.00	\$0.00	\$27.50
4	90	\$22.73	\$7.30	\$0.00	\$0.00	\$30.03

Notes:
Apprentice to Journeyworker Ratio:1:5

LABORER (HEAVY & HIGHWAY)	06/01/2015	\$25.67	\$7.30	\$0.00	\$0.00	\$32.97
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2015	\$26.17	\$7.30	\$0.00	\$0.00	\$33.47
	06/01/2016	\$26.67	\$7.30	\$0.00	\$0.00	\$33.97
	12/01/2016	\$27.42	\$7.30	\$0.00	\$0.00	\$34.72

Apprentice - LABORER (Heavy and Highway) - Zone 4
Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.40	\$7.30	\$0.00	\$0.00	\$22.70
2	70	\$17.97	\$7.30	\$0.00	\$0.00	\$25.27
3	80	\$20.54	\$7.30	\$0.00	\$0.00	\$27.84
4	90	\$23.10	\$7.30	\$0.00	\$0.00	\$30.40

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$15.70	\$7.30	\$0.00	\$0.00	\$23.00
2	70	\$18.32	\$7.30	\$0.00	\$0.00	\$25.62
3	80	\$20.94	\$7.30	\$0.00	\$0.00	\$28.24
4	90	\$23.55	\$7.30	\$0.00	\$0.00	\$30.85

Notes:
Apprentice to Journeyworker Ratio:1:5

MECHANIC/WELDER/BOOM TRUCK	06/01/2015	\$32.44	\$9.70	\$0.00	\$0.00	\$42.14
OPERATING ENGINEERS LOCAL 98	12/01/2015	\$33.19	\$9.70	\$0.00	\$0.00	\$42.89

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER	06/01/2015	\$28.13	\$9.70	\$0.00	\$0.00	\$37.83
OPERATING ENGINEERS LOCAL 98	12/01/2015	\$28.88	\$9.70	\$0.00	\$0.00	\$38.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS VI	06/01/2015	\$26.15	\$9.70	\$0.00	\$0.00	\$35.85
OPERATING ENGINEERS LOCAL 98	12/01/2015	\$26.90	\$9.70	\$0.00	\$0.00	\$36.60
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PANEL & PICKUP TRUCKS DRIVER	12/01/2012	\$30.28	\$9.07	\$0.00	\$0.00	\$39.35
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B						
PUMP OPERATOR (CONCRETE)	06/01/2015	\$32.97	\$9.70	\$0.00	\$0.00	\$42.67
OPERATING ENGINEERS LOCAL 98	12/01/2015	\$33.72	\$9.70	\$0.00	\$0.00	\$43.42
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER)	06/01/2015	\$32.44	\$9.70	\$0.00	\$0.00	\$42.14
OPERATING ENGINEERS LOCAL 98	12/01/2015	\$33.19	\$9.70	\$0.00	\$0.00	\$42.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROLLER OPERATOR	06/01/2015	\$31.83	\$9.70	\$0.00	\$0.00	\$41.53
OPERATING ENGINEERS LOCAL 98	12/01/2015	\$32.58	\$9.70	\$0.00	\$0.00	\$42.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SCRAPER	06/01/2015	\$32.44	\$9.70	\$0.00	\$0.00	\$42.14
OPERATING ENGINEERS LOCAL 98	12/01/2015	\$33.19	\$9.70	\$0.00	\$0.00	\$42.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM	06/01/2015	\$29.21	\$9.70	\$0.00	\$0.00	\$38.91
OPERATING ENGINEERS LOCAL 98	12/01/2015	\$29.96	\$9.70	\$0.00	\$0.00	\$39.66
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SPECIALIZED EARTH MOVING EQUIP < 35 TONS	08/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
	06/01/2016	\$32.44	\$10.41	\$0.00	\$0.00	\$42.85
	08/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35
	12/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	08/01/2015	\$32.23	\$10.41	\$0.00	\$0.00	\$42.64
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2015	\$32.23	\$10.41	\$0.00	\$0.00	\$42.64
	06/01/2016	\$32.73	\$10.41	\$0.00	\$0.00	\$43.14
	08/01/2016	\$32.73	\$10.91	\$0.00	\$0.00	\$43.64
	12/01/2016	\$32.73	\$10.91	\$0.00	\$0.00	\$43.64
TRACTORS	06/01/2015	\$31.83	\$9.70	\$0.00	\$0.00	\$41.53
OPERATING ENGINEERS LOCAL 98	12/01/2015	\$32.58	\$9.70	\$0.00	\$0.00	\$42.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT	08/01/2015	\$32.52	\$10.41	\$0.00	\$0.00	\$42.93
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2015	\$32.52	\$10.41	\$0.00	\$0.00	\$42.93
	06/01/2016	\$33.02	\$10.41	\$0.00	\$0.00	\$43.43
	08/01/2016	\$33.02	\$10.91	\$0.00	\$0.00	\$43.93
	12/01/2016	\$33.02	\$10.91	\$0.00	\$0.00	\$43.93
TREE TRIMMER	02/01/2015	\$18.05	\$3.55	\$0.00	\$0.00	\$21.60
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TREE TRIMMER GROUNDMAN	02/01/2015	\$15.92	\$3.55	\$0.00	\$0.00	\$19.47
OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.						
VAC-HAUL/CATCH BASIN CLEANING	08/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
	06/01/2016	\$32.44	\$10.41	\$0.00	\$0.00	\$42.85
	08/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35
	12/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.